

EXHIBIT H



RELIGIOUS ACCOMMODATION REQUEST FORM

Part 1: To be completed by employee/student

Name: Hannah Redoute Job title/Student class: Fifth year student athlete

Date of request: 8/25/21 WIN or Employee ID Number: 516154254

Immediate supervisor/instructor: Sammy Boateng

Requested accommodation (exemption):
COVID-19 Vaccine

Length of time the accommodation is needed: May 2023

Describe the religious belief or practice that necessitates this request for accommodation (include additional pages, if needed):

On a word document attached below.

Describe any alternate accommodations that might address your needs:

I will continue to get tested every week and wear a mask in public places and when around others.

My religious beliefs and practices, which result in this request for a religious accommodation, are sincerely held. I understand that the accommodation requested above may not be granted but that the University will attempt to provide a reasonable accommodation that does not create an undue hardship on the University. I understand that the University may need to obtain supporting documentation regarding my religious practice and beliefs to further evaluate my request for a religious accommodation.

Employee/Student signature: Hannah Redoute Date: 8/25/21

Please send completed form to: oie-info@wmich.edu

Part 2: To be completed by WMU Institutional Equity office:

Describe the requested accommodation:

Exemption from Intercollegiate Athletics Vaccine Mandate while participating in Intercollegiate sports.

Evaluation of impact (if any):

Campus Safety**Athletic Program Safety**Approved: _____ Denied: ☒ X _____

If the requested accommodation is denied, what are some alternative accommodations (list in order of preference):

1. **Maintain Scholarship for 2021-2022**
2. **No participation in Intercollegiate Sports**
3. **Comply with testing and mask mandate**

Date discussed with employee/student: **Emailed to student 8/25/2021**

Final accommodation agreed upon:

If no agreement on an accommodation, provide an explanation:

The University has a compelling interest in taking action to avoid the significant risk posed to the intercollegiate athletic programs of a Covid-19 outbreak due to unvaccinated participants and prohibiting unvaccinated members of the teams from engaging in practices and competition is the only effective manner of accomplishing this compelling interest.

Institutional Equity representative signature: Date: 8/25/21